



Minutes
of the February 25, 2016
MANITOULIN-SUDBURY DSB BOARD MEETING
held in Espanola's 210 Mead Blvd. DSB Boardroom

Present: Bill Baker, Les Gamble, David Leonard, Al MacNevin, Ron Piche, Paul Schoppmann, Ned Whynott, Jim Rook

Regrets : Michael Levesque, Eric Russell, Ted Lovelace, Bruce Killah, Stewart Meikleham, Laurier Falldien

Staff : Fern Dominelli, Donna Moroso, Amy Sonnenburg, Mike MacIsaac, Melody Ouellette, Patrick Wittmann, Ehren Baldauf

Media: Alicia McCutcheon

1.0 CALL TO ORDER

Chair, Les Gamble, called the meeting to order at 10:00 a.m.

2.0 ADOPTION OF AGENDA

Resolution No. 16-09

Moved by: Jim Rook

Seconded by: Ned Whynott

BE IT RESOLVED THAT the agenda be adopted.

Carried

3.0 DECLARATIONS OF CONFLICT OF INTEREST

There were no declarations of conflict of interest.

4.0 Board Delegations

Michael Cullen, Executive Director and Melina Whissell, 211 Project Coordinator from the United Way, gave the board a brief presentation on the 211 service.

Michael Cullen and Melina Whissell explained to the board the importance of the 211 number. The number is a no cost, confidential call centre, designed to be a one stop call for information and referrals. There is also an online component where individuals can search a large database of community services. The 211 call centre staff are trained to assist should they receive an emergency call.

Interested municipalities can request information sheets that can be mailed out to their constituents to inform them of the service, the information sheets are free.

5.0 Closed Session

Resolution 16-10

Moved by: Bill Baker

Seconded by: Paul Schoppmann

BE IT RESOLVED THAT the Board move into closed session at 10:15 a.m.

Carried

Resolution 16-11

Moved by: Al MacNevin

Seconded by: Ron Piche

BE IT RESOLVED THAT the Board adjourn this closed session at 10:30 a.m.

Carried

6.0 Business Arising from Closed Session

During its Closed Session, the Board discussed Property and Human Resources Issues.

7.0 Minutes

7.1 Adoption of Minutes

Resolution No. 16-12

Moved by: Ned Whynott

Seconded by: Bill Baker

BE IT RESOLVED THAT the Minutes of the [January 28, 2016](#) Board meeting be approved.

Carried

7.2 Business Arising from Minutes

There was no business arising from the Minutes.

8.0 Committee Reports

Program Planning Committee

David Leonard, Chair of Program Planning Committee, introduced the Issue Reports reviewed at the Program Planning Committee meeting held February 24, 2016.

8.1 EMS Rebranding – Issue Report

Mike MacIsaac, Chief of EMS, walked the board through the [EMS Rebranding - Issue Report](#). The DSB is looking at two initiatives, striping of ambulances and a name change from Emergency Medical Services (EMS) to Paramedic Services.

Since August of 2010 the Ministry of Labour, Section 21 EMS subcommittee has been releasing Guidance Notes which are intended to assist EMS employers, workers and joint health and safety committees by explaining the minimum requirements of the Occupational Health and Safety Act. The guidance notes are intended to assist the workforce in ensuring a healthy and safe workplace. [Guidance Note #5. Traffic Safety and Worker Visibility](#), recommends enhancements in relation to the conspicuity of the ambulance striping. Through a review of many studies recommendations point to the use of high visibility green and blue chevron patterns on the rear of vehicles, reflective white outlines on sides of vehicles and use of large block lettering.

DSB staff recommends replacing vehicle detailing as vehicles are purchased in accordance with the normal replacement cycle. Current vehicle striping costs are from \$2,085 to \$2,225. The cost for the new striping is estimated to range from \$4,000-\$6,045 depending on the striping option chosen. This new pricing is in line with what other services are paying for similar striping designs. It has to be noted that these costs are per ambulance and that they are amortized as part of the overall vehicle cost over the course of the 7-year life of the vehicle (\$571-\$864 per year).

In addition to the striping change, staff are recommending a name change from Emergency Medical Services to Paramedic Services. Although paramedics continue to provide emergency medical care, the profession is undergoing an evolution into more than just providing emergency care. Services such as the Community Paramedicine Program, Public Access Defibrillation Program, and Public Education are being established throughout the province and are not strictly emergency care related. Utilizing Paramedic Services in the naming convention will provide a more accurate reflection of the nature of the services provided in both the immediate and future environments.

As part of the name change new uniform shoulder crests have been designed. The crests are purchased annually and the costs are already included in annual budgets. The price difference between the current cresting and the new option is .28 cents.

From an identification perspective, it would be recommended that alterations to the station signage be budgeted for in the 2017 budget.

Finalized graphics for the striping of ambulances and the crests will be sent out to the paramedics for their input and will be shared with the board.

Resolution 16-13**Moved by:** David Leonard**Seconded by:** Ron Piche

WHEREAS the Program Planning Committee has reviewed the EMS Rebranding-Issue Report and is recommending approval to the Board.

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSB approves the [EMS Rebranding-Issue Report](#) and directs staff to action the recommendations contained within the report.

Carried**8.2 Transitional Community Support Worker – Issue Report**

Donna Moroso, Director of Integrated Social Services, walked the board through the [Transitional Community Support Worker - Issue Report](#). The Manitoulin-Sudbury DSB has identified a need for mental health supports for social assistance recipients and other residents residing in DSB social housing in the LaCloche/Manitoulin areas.

Through a partnership with Canadian Mental Health Association (CMHA), a Transitional Community Support Worker will be hired to meet tenants in their homes should the need arise. Once the staff member is hired a work plan will be developed. The staff will start working with individuals from April 2016 to March 31, 2017.

It is anticipated that this pilot project will lessen landlord/tenant complaints, increase retention of tenants, reduce episodes of hoarding and other environmental issues, increase landlord tenant awareness of community supports available, increase referrals to support programs and increase participation in employment and other employment related activities. These outcomes will be monitored and an evaluation process will be put in order to report findings in early 2017.

The funding to provide this service for social assistance recipients and other residents will come from the DSB's Ontario Works Employment Support funding envelope and the Northeast LHIN through CMHA. The estimated cost of the pilot will be \$90,000 of which the DSB will fund \$60,000.

The Ontario Works Employment Supports budget (94.2% provincial and 5.8% municipal) included \$37,066 for Mental Health and Addictions. The balance of \$22,934 will be re-allocated within the same funding envelope and staff will ensure the approved budget is maintained.

The aim of this pilot is to prevent, address and reduce homelessness by improving access to adequate, suitable affordable housing that is linked to support services based on individual needs.

Resolution 16-14**Moved by:** David Leonard**Seconded by:** Jim Rook

WHEREAS the Program Planning Committee has reviewed the Transitional Community Support Worker - Issue Report and is recommending approval to the Board.

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSB approves the [Transitional Community Support Worker - Issue Report](#) and directs staff to action the recommendations contained within the report.

Carried**8.3 Child Care Informal Policy - Revised**

Donna Moroso, Director of Integrated Social Services, walked the board through the changes to the [Child Care Informal Policy](#) contained within the Ontario Works Policy Manual.

The Child Care Informal Policy covers the child care needs as a result of limited licensed child care options, licensed child care options do not always meet the needs of Ontario Works clients due to the need for weekend, overnight care, and/or short-term child care.

The policy was updated in accordance with the Ministry of Educations 2016 Child Care Guidelines. In cases where informal child care arrangement is approved, case managers will be required to document the rationale. Case managers will provide resources on the differences between licensed and informal child care. The other change required in the policy includes the definition of short term child care rates in specifying the time allotted for child care.

Resolution 16-15**Moved by:** David Leonard**Seconded by:** Ron Piche

WHEREAS the Program Planning Committee has reviewed the revised Child Care Informal Policy and is recommending approval to the Board.

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSB approves the revised [5.7 Child Care Informal Policy](#) contained within the Ontario Works Policy Manual effective March 1, 2016.

Carried**8.4 Our Kids Count Policy - Revised**

Donna Moroso, Director of Integrated Social Services, walked the board through the changes to the [Our Kids Count Policy](#) within the Ontario Works Policy Manual.

The Our Kids Count program is a social assistance reinvestment program that assists all low-income families. The program is comprised of three separate

components: recreational bursaries (registration fees), early childhood services and supplementary health benefits (strollers, car seats etc.), and informal child care subsidies.

Eligibility for these benefits is currently based on the most recent Low Income Cut-Off (LICO). Families in receipt of Ontario Works or Ontario Disability Support Program automatically qualify.

Proposed changes include an increase from \$300/child/year to \$400/child/year for the recreational bursary only. This will allow for the possibility of a child being able to access more than one recreation program. An increase to the LICO chart to a more recent version and an increase to child care rates to reflect the Child Care Informal Policy.

Resolution 16-16

Moved by: David Leonard

Seconded by: Al MacNevin

WHEREAS the Program Planning Committee has reviewed the revised Our Kids Count Policy and is recommending approval to the Board.

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSB approves the revised [10.2 Our Kids Count Policy](#) contained within the Ontario Works Policy Manual effective March 1, 2016.

Carried

8.5 DSB Committees – Issue Report

Fern Dominelli, CAO, reported back to the board in regards to a question raised at the January 28, 2016 board meeting regarding the duration of appointments to DSB committees. Currently the DSB creates new committees every January.

Staff reviewed of the DSSAB Act & Regulations, Municipal Act & Regulations, the MCSS Interim Governance Guidelines for DSSAB's, the DSB Procedural By-Law and the Committee Terms of Reference. There does not appear to be any reason legal or otherwise that prevents the DSB Board from appointing members of the board to committees for terms exceeding a calendar year.

The board can therefore appoint members to board committees for terms exceeding a calendar year if it so chooses.

Resolution 16-17

Moved by: David Leonard

Seconded by: Jim Rook

WHEREAS the Program Planning Committee has reviewed the DSB Committees - Issue Report and is recommending approval.

THEREFORE BE IT RESOLVED THAT the Manitoulin-Sudbury DSB approves the [DSB Committees - Issue Report](#) as presented.

Carried

9.0 New Business

Fern Dominelli, CAO, walked the Board through the 2015 Fourth Quarter CAO Activity Report. This report will be shared with member municipalities who are encouraged to add it to Council agenda packages.

9.1 CAO Fourth Quarter Activity Report

Resolution 16-18

Moved by: Jim Rook

Seconded by: Ned Whynott

BE IT RESOLVED THAT the [CAO Fourth Quarter Activity Report](#) be approved as presented.

Carried

9.2 Fourth Quarter Financial Report

Amy Sonnenburg, Finance Supervisor, walked the board through the Fourth Quarter Unaudited Financial Report. The DSB is estimating a 2015-year end surplus of \$453,190. Staff will provide a final audited 2015-year end surplus once it is available.

Resolution 16-19

Moved by: Paul Schoppmann

Seconded by: Jim Rook

BE IT RESOLVED THAT the [2015 Fourth Quarter Unaudited Financial Report](#) be approved as presented.

Carried

9.3 Green Investment Fund

Patrick Wittmann, Supervisor of Infrastructure and Asset Management, walked the board through the new [Green Investment Fund](#) efficiency retrofit programs [Social Housing Apartment Retrofit Program \(SHARP\)](#) and the [Social Housing Electricity Efficiency Program \(SHEEP\)](#).

Through the Social Housing Apartment Retrofit Program (SHARP), \$82 million is available to CMSM/DSSAB's who administer social housing high-rise apartment buildings with 150 units or more. The Manitoulin-Sudbury DSB portfolio does not have any buildings of this size and thus are not eligible for the funding.

Through the Social Housing Electricity Efficiency Program (SHEEP), \$10 million is available to those selected from CMSM/DSSAB's and Ontario Aboriginal Housing Services (OAHS) who own and/or administer social housing single homes.

To be eligible to receive funding under SHEEP, housing providers and housing projects must meet numerous criteria including:

- Must be a single home (i.e. a residential unit that is a single detached, semi-detached or duplexes/stacked townhouse);
- Must remain as social housing for at least 5 years after the completion of the retrofit regardless of the end dates of any operating agreements;
- Must be a unit that is entirely or substantially heated with electricity;
- Must be a unit where tenants are directly paying for the electricity costs;

The Manitoulin-Sudbury DSB does have housing units that are heated by electricity but the tenants do not pay their electricity bills directly and as a result these units are not eligible for this program.

The DSB staff has requested clarification from the Ministry and will continue to investigate if the Manitoulin-Sudbury DSB can find a way to gain any assistance through these or other programs.

9.4 Doubling the Canada Summer Jobs Program

Donna Moroso, Director of Integrated Social Services, gave the board a brief overview of the [Canada Summer Jobs Program](#).

Canada Summer Jobs (CSJ) provides funding to not-for-profit organizations, public sector, employers, and small businesses with 50 or fewer employees, to help create summer job opportunities for students.

The program also delivers important and diverse community services that can range from youth services organizations, to summer camps to services for seniors. Students learn transferrable skills such as public speaking, time management, self-confidence, and organizational skills.

The Government of Canada announced on February 12, 2016 that it will double the number of summer jobs from over 34,000 in 2015 to nearly 70,000 in 2016, 2017 and 2018.

New funding will be allocated to Canada's 338 constituencies on the basis of the most recent Labour Force Survey and the census. As a result, constituencies with higher levels of unemployed students will receive a greater allocation than constituencies with lower levels of unemployed students.

The annual budget for Canada Summer Jobs will increase by up to \$113 million for each of the next three years, beginning in 2016-17.

Not-for-profit organizations may be eligible for up to 100 per cent of the minimum wage and up to 100 per cent of mandatory employment related costs. Public sector and private sector employers are eligible for up to 50 per cent of the minimum wage.

Employers approved for funding must agree to hire youth who are:

- between 15 and 30 years of age at the start of employment;
- registered as fulltime students in the previous academic year and
- intending to return to school on a fulltime basis in the next academic year;
- Canadian citizens, permanent residents, or have official refugee protection status under the Immigration and Refugee Protection Act; and
- legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.

Employers can apply online. Information about accessing this application is available by calling or by visiting any Service Canada Centre. Employer applications must be submitted by March 11, 2016.

9.5 Ministry of Training, Colleges and Universities – Youth Job Link Program

Donna Moroso, Director of Integrated Social Services, gave the board a brief overview of the Youth Job Link Program.

On February 4, 2016, the Manitoulin-Sudbury DSB staff received a [letter](#) on behalf of the Ministry of Training, Colleges and Universities, offering our organization the opportunity to deliver the new Youth Job Link (YJL) program. The letter indicated that the YJL will be integrated into the existing resource and information component of the Employment Service but will feature expanded youth focused offerings.

There are three categories of service within the YJL, each of which is available year-round but will focus largely on summer employment. The categories are; career exploration services, career management services; and job search, readiness and matching assistance.

The Manitoulin-Sudbury DSB has accepted the offer to deliver the program and will receive \$12,000 in funding.

9.6 Ministry of Labour – Legislation to Support First Responders with Post Traumatic Stress Disorder (PTSD)

Mike MacIsaac, Chief of EMS, gave the board a brief overview of the Ministry of Labour's announcement of the [new legislation to support first responders with PTSD](#).

Labour Minister Kevin Flynn tabled Bill 163, *The Supporting Ontario's First Responders Act (Post Traumatic Stress Disorder), 2016* on February 18, 2016. This proposed legislation will amend the *Workplace Safety and Insurance Act, 1997* and the *Ministry of Labour Act*.

The Bill removes the requirement to prove a causal link between post traumatic distress disorders (PTSD) and a work place event, creating the presumption that all PTSDs developed by a First Responder is work related.

The intention of the Bill is to provide First Responders diagnosed with PTSD by a psychiatrist or psychologist with quicker access to WSIB benefits and treatment.

The proposed legislation would cover:

- Paramedics and emergency medical attendants;
- First Nations emergency response teams;
- Dispatchers of police, firefighter and ambulance services;
- Police officers;
- Firefighters (professional, volunteer, fire investigators); and,
- Correctional officers/youth service workers.

The proposed legislation, which comes into force immediately upon Royal Assent, speaks to a "transition date," which is the date it receives Royal Assent. The *Act* is retroactive for two years to the day of Royal Assent. Consequently, First Responders with PTSD are entitled to WSIB benefits if they were employed two years prior to the date the legislation comes into force.

Bill 163 also requires employers to implement PTSD prevention plans within the workplace and provides the Minister of Labour with the ability to demand information related to the employer's plans to prevent workplace related PTSD.

This issue has been under review by DSB staff for quite some time. Basic education in stress resilience, defusing and debriefing was provided to all paramedic's in 2011.

Understanding that this legislation was highly probable, DSB staff has been developing a program designed to mitigate the onset of PTSD, which will be delivered this April during our yearly Paramedic face to face training sessions.

The program builds upon training from 2011 and provides definitions; warning signs and symptoms; how to identify negative coping strategies and behaviors in self and others; how to develop/use positive coping strategies; resilience strategies; defusing strategies; and how to identify when professional help is required. This program will meet the proposed legislative requirement of employer PTSD prevention plans within the workplace.

10.0 Other Business

The combined conference of the Ontario Good Roads Association (OGRA) and the Rural Ontario Municipal Association (ROMA) was held February 22 and 23 in Toronto. NOSDA had the opportunity to have delegations with Minister of Labour Kevin Flynn and Minister of Education Liz Sandals.

NOSDA met with Minister Kevin Flynn in regards to concern around the WSIB Rate Framework Modernization. Currently the DSB has several different WSIB rates within their worker complement that represents the risk of injury and the cost of claims within that employment category. The rate modernization would see employers paying premiums based on their largest group of employees. Since a majority of this DSB employees are paramedics, this change could triple our rates. NOSDA provided the Minister with page 14 of the [WSIB Proposed Preliminary Rate Framework Overview](#) prepared by the Office of the Employer Advisor that indicated WSIB was considering multiple rates for employers engaged in multiple non-dependent activities without the need of incorporating separate companies. We asked that the Minister clarify whether or not this would allow DSSAB's to keep separate rate category for paramedics instead of one rate group for the entire organization. The Minister indicated he would refer the issue to WSIB staff and asked that we follow up with them.

The meeting with Minister Liz Sandals was very productive. There were three of NOSDA's issues that have been raised with the Minister that have been addressed. Firstly, the Minister announced on Friday February 22, 2016, that beginning in 2018, CMSM's and DSSAB's will be responsible for the local management of Ontario Early Years Child and Family Centres, as part of their responsibility for the service system management of child care and other human services. This has been a long standing NOSDA issue and we are very pleased to see the Minister support for the role of CMSM/DSSAB's.

NOSDA also discussed the issue of surplus schools with Minister Sandals and NOSDA's request to ensure DSSAB's are formally included in the list of bodies receiving notice for surplus property disposals under Regulation 444/98 of the Education Act. The draft regulations that have been shared clearly provide for DSSAB's to be formally included and NOSDA is appreciative of this recognition.

NOSDA also discussed the process of accommodation review followed by school boards and the need to include DSSABs/CMSMs in regards to use of schools before the accommodation review process is started. The Minister explained that new business practices have been put in place to ensure that School Boards consult community partners, including municipalities, CMSM's and DSSAB's in advance of any formal accommodation review process. NOSDA was appreciative of this change and would ensure that NOSDA members are aware and participate in the process where appropriate.

NOSDA also raised the issue that the province requires School Boards to sell surplus properties at fair market value. NOSDA believes that Municipalities, DSSABs and CMSMs should be able to purchase the surplus schools for a nominal amount as local property taxes were invested in the creation of these schools. According to the Minister, the value of the school is on the provinces balance sheet and any sale is required to meet the fair market value but the Minister did commit to working with northern remote areas to assist in achieving a balance between the provinces need to meet fair market value and the communities need to purchase the school at a reasonable value.

In addition, NOSDA discussed the child care funding formula and the need to ensure that long term stable funding was available to all CMSM's/DSSAB's. We also asked that the Full Day Kindergarten Transition funding be reinvested within the Child Care funding allocation.

Al MacNevin updated the board on a delegation with the Ministry of Health and Long Term Care in regards to long term care homes and the lack of funding which left municipalities to pick up the loss. This is extremely difficult to manage/budget in small communities.

FONOM discussed non urgent patient care, the Minister recognised the issue.

11.0 Next Meeting – March 24, 2015

12.0 Adjournment

Resolution 16-20

Moved by: Al MacNevin

Seconded by: David Leonard

BE IT RESOLVED THAT we do now adjourn at 11:50 a.m. until the next regular meeting to be held, in the DSB's Espanola Mead Boulevard Board Room on March 24, 2016.

Carried



Chair



CAO (Secretary-Treasurer
of the Corporation)